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UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA  
SAN FRANCISCO/OAKLAND DIVISION

CV 07

Case No.

5696

CLAUDE BRYANT, CRAIG FULCHER,  
SANFORD LEVINE and THOMAS  
THOMPSON,  
on behalf of themselves  
and all employees similarly situated,

Plaintiffs,

- vs -

ALDERWOODS GROUP, INC., SERVICE  
CORPORATION INTERNATIONAL, SCI  
FUNERAL AND CEMETERY PURCHASING  
COOPERATIVE, INC., SCI EASTERN  
MARKET SUPPORT CENTER, L.P., SCI  
WESTERN MARKET SUPPORT CENTER,  
L.P. a/k/a SCI WESTERN MARKET  
SUPPORT CENTER, INC., SCI HOUSTON  
MARKET SUPPORT CENTER, L.P., JANE D.  
JONES, GWEN PETTEWAY, THOMAS  
RYAN, PAUL A. HOUSTON and CURTIS  
BRIGGS,

Defendants.

COMPLAINT— Collective Action  
DEMAND FOR JURY TRIAL

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2 submit applications for admission *pro hac vice*:

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## COLLECTIVE ACTION COMPLAINT

**AND NOW** come Plaintiffs Claude Bryant, Craig Fulcher, Sanford Levine, Thomas Thompson, et al., on behalf of themselves and all others similarly situated, by and through their attorneys, Rosen, Bien & Galvan, LLP, Dolin, Thomas & Solomon LLP, and Margolis Edelstein and file the following Collective Action Complaint:

## I. INTRODUCTION

1. This is a proceeding for declaratory relief and monetary damages to redress the deprivation of rights secured to Plaintiffs Claude Bryant, Craig Fulcher, Sanford Levine, Thomas Thompson, et al., as well as all other employees similarly situated, under the Fair Labor Standards Act of 1938, as amended, 29 U.S.C. § 201 *et seq.* ("FLSA").

## II. JURISDICTION AND VENUE

2. The jurisdiction of this Court is invoked pursuant to 28 U.S.C. §1331, 28 U.S.C. § 1343 (3) and (4) conferring original jurisdiction upon this Court of any civil action to recover damages or to secure equitable relief under any Act of Congress providing for the protection of civil rights; under 28 U.S. C. §1337 conferring jurisdiction of any civil action arising under any Act of Congress regulating interstate commerce; under the Declaratory Judgment Statute, 28 U.S.C. §2201, and under 29 U.S.C. §216 (b).

3. Venue is appropriate in the Northern District of California since some of the unlawful acts alleged were committed in this district and because defendants conduct business in this district. Venue is proper before this Court under 28 U.S.C. § 1391(b).

4. Intradistrict Assignment. This is a nationwide collective action notification involving violations which occurred across the country, including some which occurred in the Northern District of California.

### III. PARTIES

### A. Plaintiffs

5. The plaintiffs ("Plaintiffs") are employees and former employees of defendants who were suffered or permitted to work by defendants and not paid their regular or statutorily required rate of pay for all hours worked. Plaintiffs expressly include each individual identified

1 in the caption, together with any similarly situated current or former employees who may file  
2 consent forms to opt-in to this collective action.

3 6. Attached to this complaint in its Appendix A are the current Plaintiffs' consent  
4 forms to opt-in to this collective action. Each of these individuals, as well as any individual who  
5 opts-in to this action after the date of this complaint has full party status pursuant to 29 U.S.C. §  
6 216 (b).

7 7. All of the defendants except for Alderwoods Group, Inc. are liable to all plaintiffs  
8 either directly as an employer or as successor-in-interest to plaintiffs' direct employer.

9 8. Defendant Alderwoods Group, Inc. ("Alderwoods") is liable to those plaintiffs who  
10 worked at funeral locations owned by Alderwoods and/or its affiliates (the "Alderwoods  
11 Employees").

12 **B. Defendants**

13 9. Defendant Alderwoods Group, Inc. ("Alderwoods") is a corporation with its  
14 headquarters being at 311 Elms Street, Suite 1000, Cincinnati, Ohio 45202.

15 10. Defendant Service Corporation International ("SCI") is a corporation with its  
16 headquarters being at 1929 Allen Parkway, Houston, Texas 77019.

17 11. Defendant SCI Funeral and Cemetery Purchasing Cooperative, Inc. (the "SCI  
18 Cooperative") is a Delaware corporation which is owned by SCI.

19 12. Defendant SCI Eastern Market Support Center, L.P. ("SCI Eastern") is a limited  
20 partnership which is owned by SCI.

21 13. Defendant SCI Western Market Support Center, L.P. a/k/a SCI Western Market  
22 Support Center, Inc. ("SCI Western") is a limited partnership or corporation which is owned by  
23 SCI.

24 14. Defendant SCI Houston Market Support Center, L.P. ("SCI Houston") is a limited  
25 partnership which is owned by SCI.

26 15. Defendants SCI Eastern, SCI Western and SCI Houston are referred to herein  
27 collectively as the "SCI Support Centers."  
28

1        16. The SCI Support Centers and the SCI Cooperative are referred to herein  
2 collectively as the "SCI Managing Entities."

3        17. Defendants Alderwoods, SCI, and the SCI Managing Entities are enterprises  
4 engaged in interstate commerce with an annual gross volume of sales not less than \$500,000.

5        18. Upon information and belief, the SCI Managing Entities conduct human resources  
6 and other employment-related functions for defendants and their funeral locations.

7        19. Upon information and belief, the SCI Support Centers provide all executive,  
8 management, administrative, accounting, data processing, and human resources services for  
9 defendants and their funeral locations.

10       20. Upon information and belief, the field personnel and training departments of the  
11 SCI Managing Entities provide on-site training for defendants and their funeral locations.

12       21. Upon information and belief, the SCI Cooperative, through agreements with the  
13 SCI Support Centers, provides additional human resources services and support for defendants  
14 and their funeral locations.

15       22. Upon information and belief, the SCI Cooperative creates and distributes employee  
16 handbooks for defendants and their funeral locations.

17       23. Upon information and belief, the SCI Cooperative provides Dignity University  
18 training for defendants and their funeral locations.

19       24. Upon information and belief, the SCI Cooperative produces communications to  
20 employees of defendants and their funeral locations, including the weekly newsletter "Frontline,"  
21 and the intranet site "Global Village."

22       25. Upon information and belief, the SCI Cooperative administers benefit plans for the  
23 employees and has contracted with third-party benefit providers to respond to questions related  
24 to day-to-day benefits services, such as local provider questions, access to online services, and  
25 benefits provider contact information.

26       26. Upon information and belief, the SCI Managing Entities facilitate implementation  
27 of corporate strategies, policies and procedures.  
28

1        27. Upon information and belief, the SCI Managing Entities are directly involved in  
2 the operations of defendants' business with respect to plaintiffs' employment.

3        28. Upon information and belief, the SCI Managing Entities exercise or have exercised  
4 managerial responsibilities and substantial control over the terms of plaintiffs' employment.

5        29. Upon information and belief, the SCI Managing Entities provided management  
6 services to SCI and its affiliates in relation to plaintiffs' employment.

7        30. Upon information and belief, the SCI Managing Entities are not completely  
8 disassociated from SCI and its affiliates with respect to plaintiffs' employment.

9        31. Upon information and belief, the SCI Managing Entities are controlled by or are  
10 under common control with SCI and its affiliates.

11        32. Defendant Jane D. Jones has acted as Vice President of Human Resources for  
12 defendant SCI since 2005.

13        33. Upon information and belief, Ms. Jones oversees human resources, training and  
14 education, and payroll and commission services – activities that assist approximately 20,000  
15 employees in North America.

16        34. Defendant Gwen Petteway has acted as Human Resources Director of defendant  
17 SCI Houston since February 2005.

18        35. Upon information and belief, Ms. Petteway's job responsibilities include providing  
19 and/or supervising human resources services to the subsidiary and affiliate companies of SCI, as  
20 well as training and benefits provided to those companies.

21        36. Upon information and belief, Ms. Petteway's job responsibilities include providing  
22 and/or supervising day-to-day human resources service and support for defendants' funeral home  
23 locations.

24        37. Defendant Thomas Ryan has acted as President and Chief Executive Officer of SCI  
25 since in or around 2003.

26        38. Upon information and belief, Mr. Ryan's responsibilities include actively  
27 managing SCI.  
28

1 39. Defendant Paul A. Houston is President, Chief Executive Officer and a Director of  
2 Alderwoods.

3 40. Upon information and belief, Mr. Houston has been Chief Executive Officer of  
4 Alderwoods since in or around 2002.

5 41. Upon information and belief, Mr. Houston's responsibilities include actively  
6 managing Alderwoods.

7 42. Defendant Curtis Briggs is President and/or Vice President of various entities  
8 owned by SCI.

9 43. Upon information and belief, Mr. Briggs is:

- 10 a. Vice President for the General Partner of SCI Eastern
- 11 b. Vice President for the General Partner of SCI Houston
- 12 c. President and/or Vice President of the SCI Cooperative
- 13 d. President and/or Vice President of SCI Western

14 44. Upon information and belief, Mr. Briggs's responsibilities include actively  
15 managing the SCI Managing Entities.

16 45. Defendants Jones, Petteway, Ryan, Houston and Briggs are referred to herein  
17 collectively as the "Individual Defendants."

18 ***SCI and the SCI Managing Entities Are Liable to Plaintiffs***

19 46. Plaintiffs are employees and former employees of defendants who were suffered or  
20 permitted to work by defendants and not paid their regular or statutorily required rate of pay for  
21 all hours worked. Plaintiffs expressly include each individual identified in the caption, together  
22 with any similarly situated current or former employees who may file consent forms to opt-in to  
23 this collective action. Any individual who opts-in to this action has full party status pursuant to  
24 29 U.S.C. § 216 (b).

25 47. At all relevant times, SCI and the SCI Managing Entities are or have been  
26 Plaintiffs' employers.  
27  
28



1        48. At all relevant times, SCI and/or the SCI Managing Entities have suffered or  
2 permitted Plaintiffs to perform work for them.

3        49. At all relevant times, SCI and/or the SCI Managing Entities are or have been liable  
4 for the employment of Plaintiffs.

5        50. At all relevant times, Plaintiffs have acted directly or indirectly in the interest of  
6 SCI and/or the SCI Managing Entities.

7        51. At all relevant times, SCI and/or the SCI Managing Entities have operated  
8 locations, either directly or through the SCI Affiliates, and therefore are the employers of  
9 Plaintiffs who are or were employed at all locations.

10       52. Collectively, SCI, the SCI Affiliates, the SCI Managing Entities and their funeral  
11 service locations comprise a single, integrated enterprise, as they perform related activities  
12 through unified operation or common control for a common business purpose.

13       53. Upon information and belief, SCI and the SCI Affiliates exercise complete  
14 dominion and control over the various funeral service locations.

15       54. At all relevant times, Plaintiffs are or have been jointly employed by SCI, the SCI  
16 Affiliates and/or the SCI Managing Entities at their funeral service locations.

17       55. At all relevant times, the funeral service locations of SCI, the SCI Affiliates and/or  
18 the SCI Managing Entities are or have been the Plaintiffs' employer.

19       56. Upon information and belief, SCI, the SCI Affiliates and the SCI Managing  
20 Entities operate interrelated business operations.

21       57. At all relevant times, business operations of the funeral locations are or have been  
22 centrally controlled by SCI and/or the SCI Managing Entities.

23       58. Upon information and belief, SCI, the SCI Affiliates and the SCI Managing  
24 Entities exercise common control of labor relations.

25       59. Upon information and belief, SCI and/or the SCI Managing Entities own all of the  
26 funeral service locations and exercise financial control over the business operations of those  
27 locations.  
28



1       60. At all relevant times, SCI and/or the SCI Managing Entities maintain or have  
2 maintained centralized control of employment relations.

3       61. At all relevant times, the human resource functions of the funeral service locations  
4 report or have reported directly or indirectly to SCI and/or the SCI Managing Entities.

5       62. Upon information and belief, SCI, the SCI Affiliates and the SCI Managing  
6 Entities operate under common management.

7       63. Upon information and belief, SCI and/or the SCI Managing Entities exercise  
8 common management of the various funeral locations.

9       64. Upon information and belief, SCI, the SCI Affiliates and the SCI Managing  
10 Entities have common ownership and financial control.

11       65. In light of the economic realities of the enterprise operated by SCI, the SCI  
12 Affiliates and the SCI Managing Entities, SCI and the SCI Managing Entities are joint employers  
13 of all Plaintiffs.

14       66. At all relevant times, Plaintiffs' work simultaneously benefited all of SCI, the SCI  
15 Affiliates and the SCI Managing Entities.

16       67. At all relevant times, the SCI Managing Entities acted directly or indirectly in the  
17 interest of SCI in relation to Plaintiffs.

18       68. At all relevant times, SCI acted directly or indirectly in the interest of the SCI  
19 Managing Entities in relation to Plaintiffs.

20       69. SCI and the SCI Managing Entities are not completely disassociated with respect to  
21 the employment of Plaintiffs and the SCI Managing Entities are controlled by and/or are under  
22 common control with SCI.

23       70. In light of the economic realities of SCI, the SCI Affiliates and the SCI Managing  
24 Entities' enterprise, at all relevant times SCI and the SCI Managing Entities were integrated  
25 enterprises, employers, joint employers and/or single employers of Plaintiffs for purposes of  
26 federal laws.

1 *All Defendants Are Liable to the Alderwoods Employees*

2 71. All defendants are liable to those plaintiffs who worked at funeral locations owned  
3 by Alderwoods and/or its affiliates prior to the time Alderwoods was acquired by defendant  
4 Service Corporation International (the "Alderwoods Employees"), either directly or as  
5 successors-in-interest.

6 72. At all relevant times, Alderwoods has been the employer of the Alderwoods  
7 Employees.

8 73. At all relevant times, Alderwoods has suffered or permitted the Alderwoods  
9 Employees to perform work for Alderwoods.

10 74. At all relevant times, Alderwoods has been liable for the employment of the  
11 Alderwoods Employees.

12 75. At all relevant times, the Alderwoods Employees have acted directly or indirectly  
13 in the interest of Alderwoods.

14 76. At all relevant times, Alderwoods has operated locations, either directly or through  
15 the Alderwoods Affiliates, and therefore is the employer of Plaintiffs who were employed at all  
16 Alderwoods locations.

17 77. Collectively, Alderwoods, the Alderwoods Affiliates and their funeral service  
18 locations comprise a single, integrated enterprise, as they perform related activities through  
19 unified operation or common control for a common business purpose.

20 78. Upon information and belief, Alderwoods has exercised complete dominion and  
21 control over the Alderwoods funeral service locations.

22 79. At all relevant times, the Alderwoods Employees have been jointly employed by  
23 Alderwoods and the Alderwoods Affiliates at their funeral service locations.

24 80. At all relevant times, the funeral service locations of Alderwoods and the  
25 Alderwoods Affiliates have been the Alderwoods Employees' employer.

26 81. Upon information and belief, Alderwoods and the Alderwoods Affiliates operate  
27 interrelated business operations.

1       82. At all relevant times, business operations of the funeral locations have been  
2 centrally controlled by Alderwoods.

3       83. Upon information and belief, Alderwoods has exercised common control of labor  
4 relations.

5       84. Upon information and belief, Alderwoods has owned all of the Alderwoods funeral  
6 service locations and has exercised financial control over the business operations of those  
7 locations.

8       85. At all relevant times, Alderwoods has maintained centralized control of  
9 employment relations.

10       86. At all relevant times, the human resource functions of the Alderwoods funeral  
11 service locations have reported directly or indirectly to Alderwoods.

12       87. Upon information and belief, Alderwoods and the Alderwoods Affiliates operate  
13 under common management.

14       88. Upon information and belief, Alderwoods has exercised common management of  
15 the various Alderwoods funeral home locations.

16       89. Upon information and belief, Alderwoods and the Alderwoods Affiliates have  
17 common ownership and financial control.

18       90. In light of the economic realities of the enterprise operated by Alderwoods and the  
19 Alderwoods Affiliates, Alderwoods is a joint employer of the Alderwoods Employees.

20       91. At all relevant times, the Alderwoods Employees' work simultaneously benefited  
21 Alderwoods and the Alderwoods Affiliates.

22       92. At all relevant times, the Alderwoods Affiliates acted directly or indirectly in the  
23 interest of Alderwoods in relation to the Alderwoods Employees.

24       93. Alderwoods and the Alderwoods Affiliates have not been completely disassociated  
25 with respect to the employment of the Alderwoods Employees and the Alderwoods Affiliates  
26 have been controlled by and/or under common control with Alderwoods.

27       94. Although SCI and the SCI Managing Entities were not the Alderwoods  
28 Employees' direct employers at the time of some of the FLSA violations alleged herein,

1 Plaintiffs assert that SCI and the SCI Managing Entities, as further described below, are liable for  
2 all violations alleged, either as an employer or under a successor liability theory.

3 95. Upon information and belief, Coronado Acquisition Group ("Coronado"), at  
4 relevant times hereto, was a wholly owned subsidiary of SCI, which was formed by SCI for the  
5 sole purpose of merging with Alderwoods. At relevant times hereto, SCI and Coronado had the  
6 same offices, telephone numbers, and corporate officers.

7 96. Upon information and belief, Alderwoods, through its shareholders, has adopted a  
8 merger agreement by and between Alderwoods, Coronado and/or SCI.

9 97. Upon information and belief, SCI, through its shareholders, has adopted a merger  
10 agreement between Alderwoods, Coronado and/or SCI.

11 98. Upon information and belief, as of approximately November 2006, Alderwoods  
12 and/or Coronado ("Merged Entities") became a wholly owned subsidiary of SCI.

13 99. Upon information and belief, the Merged Entities, under the merger agreement,  
14 continue business operations in substantially the same form as before the merger.

15 100. Upon information and belief, the Merged Entities, under the merger agreement,  
16 continue to use substantially the same workforce as before the merger, with substantially the  
17 same supervisors and same working conditions as Alderwoods.

18 101. Upon information and belief, the Merged Entities, under the merger agreement,  
19 provide essentially the same services as before the merger and use the same facilities, equipment  
20 and method of providing services as Alderwoods.

21 102. Upon information and belief, SCI and the SCI Managing Entities are successors-in-  
22 interest to Alderwoods' liability. As a successors-in-interest, SCI and the SCI Managing Entities  
23 are jointly and severally liable for all of the unlawful conduct of Alderwoods alleged herein.

24 103. At all relevant times, SCI, the SCI Managing Entities and the Merged Entities are  
25 or have been the employer of the Alderwoods Employees.

26 104. At all relevant times, SCI, the SCI Managing Entities and the Merged Entities have  
27 suffered or permitted the Alderwoods Employees to perform work for them.  
28

1           105. At all relevant times, SCI, the SCI Managing Entities and the Merged Entities are  
2 or have been liable for the employment of the Alderwoods Employees.

3           106. At all relevant times, the Alderwoods Employees have acted directly or indirectly  
4 in the interest of SCI, the SCI Managing Entities and the Merged Entities.

5           107. At all relevant times, SCI, the SCI Managing Entities and the Merged Entities have  
6 operated locations, either directly or through the SCI Affiliates, and therefore are the employers  
7 of the Alderwoods Employees.

8           108. Collectively, SCI, the SCI Managing Entities and the Merged Entities and their  
9 funeral service locations comprise a single, integrated enterprise, as they perform related  
10 activities through unified operation or common control for a common business purpose.

11           109. Upon information and belief, SCI and/or the SCI Managing Entities, under the  
12 merger agreement, exercise complete dominion and control over Alderwoods and its funeral  
13 service locations.

14           110. At all relevant times, the Alderwoods Employees are or have been jointly  
15 employed by SCI, the SCI Managing Entities and the Merged Entities at their funeral service  
16 locations.

17           111. At all relevant times, the funeral service locations of Alderwoods are or have been  
18 the Alderwoods Employees' employer.

19           112. Upon information and belief, SCI, the SCI Managing Entities and the Merged  
20 Entities operate interrelated business operations.

21           113. At all relevant times, business operations of the funeral locations are or have been  
22 centrally controlled by SCI, the SCI Managing Entities and the Merged Entities.

23           114. Upon information and belief, SCI, the SCI Managing Entities and the Merged  
24 Entities exercise common control of labor relations.

25           115. Upon information and belief, SCI, the SCI Managing Entities and/or the Merged  
26 Entities own all of the funeral service locations and exercise financial control over the business  
27 operations of those locations.

1 116. At all relevant times, SCI, the SCI Managing Entities and/or the Merged Entities  
2 maintain or have maintained centralized control of employment relations.

3 117. At all relevant times, the human resource functions of the funeral service locations  
4 report or have reported directly or indirectly to SCI, the SCI Managing Entities and/or the  
5 Merged Entities.

6 118. Upon information and belief, SCI, the SCI Managing Entities and the Merged  
7 Entities operate under common management.

8 119. Upon information and belief, SCI, the SCI Managing Entities and/or the Merged  
9 Entities exercise common management of the various funeral home locations.

10 120. Upon information and belief, SCI, the SCI Affiliates and the SCI Managing  
11 Entities have common ownership and financial control.

12 121. In light of the economic realities of the enterprise operated by SCI, the SCI  
13 Managing Entities and the Merged Entities, each of the defendants are joint employers of the  
14 Alderwoods Employees.

15 122. At all relevant times, the Alderwoods Employees' work simultaneously benefited  
16 all of SCI, the SCI Managing Entities and the Merged Entities.

17 123. At all relevant times, the Merged Entities acted directly or indirectly in the interest  
18 of SCI and the SCI Managing Entities in relation to the Alderwoods Employees.

19 124. SCI, the SCI Managing Entities and the Merged Entities are not completely  
20 disassociated with respect to the employment of the Alderwoods Employees and the SCI  
21 Managing Entities and the Merged Entities are controlled by and/or are under common control  
22 with SCI.

23 125. In light of the economic realities of SCI, the SCI Managing Entities and the  
24 Merged Entities' enterprise, at all relevant times SCI, the SCI Managing Entities and the Merged  
25 Entities were integrated enterprises, employers, joint employers, single employers and/or  
26 successor employers of Plaintiffs for purposes of federal laws and/or SCI and the SCI Managing  
27 Entities constitute successors-in-interest to Alderwoods.  
28

1 *The Individual Defendants Are Liable to Plaintiffs*

2 126. At all relevant times, the Individual Defendants are or have been the employer of  
3 Plaintiffs.

4 127. At all relevant times, the Individual Defendants have suffered or permitted the  
5 Plaintiffs to perform work for them.

6 128. At all relevant times, the Individual Defendants are or have been liable for the  
7 employment of Plaintiffs.

8 129. At all relevant times, the Individual Defendants were responsible for defendants'  
9 human resources and employment functions with respect to Plaintiffs.

10 130. Upon information and belief, Individual Defendants' responsibilities for  
11 defendants' human resources and employment functions included drafting, approving,  
12 distributing, supervising, enforcing and/or monitoring defendants' human resources and  
13 employment policies, including those related to the hours Plaintiffs worked, the recordkeeping  
14 associated with those hours, and the compensation Plaintiffs received.

15 131. Upon information and belief, Individual Defendants were directly involved in the  
16 operations of defendants' business with respect to these human resources and employment  
17 functions.

18 132. Upon information and belief, Individual Defendants exercised direction and control  
19 with respect to the defendants' human resources and employment functions.

20 133. Upon information and belief, Individual Defendants actively managed defendants'  
21 human resources and employment policies, interfaced with the other defendants and their funeral  
22 locations regarding those policies, and made decisions regarding the policies and the manner in  
23 which the policies were applied to Plaintiffs.

24 134. At all relevant times, Plaintiffs have acted directly or indirectly in the interest of  
25 the Individual Defendants.

26 135. At all relevant times, Plaintiffs are or have been jointly employed by the Individual  
27 Defendants.



1 136. At all relevant times, the Individual Defendants acted directly or indirectly in the  
2 interest of SCI and/or the SCI Managing Entities in relation to Plaintiffs.

3 **IV. FACTUAL BACKGROUND**

4 137. Plaintiffs worked for defendants and were not paid their regular or statutorily  
5 required rate of pay for all hours worked and were not paid at time and one-half for hours they  
6 worked over 40 in a week.

7 138. Defendants' policy and/or practice was to not compensate Plaintiffs for work it  
8 suffered or permitted Plaintiffs to perform.

9 139. Defendants knew Plaintiffs were supposed to receive such wages, however,  
10 defendants willfully failed to pay for all hours when Plaintiffs worked.

11 140. Defendants' practice is to be deliberately indifferent to these violations of the  
12 statutory overtime requirements.

13 141. The failure to pay overtime is willful.

14 142. Examples of defendants' policies and practices to deprive Plaintiffs of their earned  
15 wages and wage premiums are set forth below:

- 16 a. **Subclass A:** Defendants implemented a "Community Work Policy." Under  
17 the policy, defendants suffered or permitted their employees to perform  
18 "Community Work" so as to increase revenues for defendants. Defendants did  
19 not compensate the employees for such time spent in Community Work in  
20 furtherance of the employer's business under the "Community Work Policy."
- 21 b. **Subclass B:** Defendants implemented an "On Call Pay Policy." Under the  
22 policy, employees were suffered or permitted to perform work by handling calls  
23 and other work related issues after normal business hours, but defendants would  
24 not compensate employees for work performed outside the regular workday,  
25 off-site from the funeral home.
- 26 c. **Subclass C:** Defendants' policy required that certain hourly employees train  
27 for and obtain certain licenses. Defendants did not pay for the training, test  
28 taking and continuing education requirements for those licenses despite  
suffering or permitting employees to perform such work.
- d. **Subclass D:** Defendants' policy required that certain hourly employees take  
other types of training. Defendants did not pay for such training, despite  
suffering or permitting employees to perform such work.

- 1 e. **Subclass E:** Defendants implemented a "Pre-Needs Appointment Policy."  
2 Defendants suffered or permitted employees to meet with clients to discuss pre-  
3 need purchases. To the degree that such appointments were not considered part  
4 of the employees' schedule, the employees were suffered or permitted to  
5 continue the appointments, but were not paid for such time worked under the  
6 "Pre-Needs Appointment Policy." Defendants' management would sometimes  
7 attempt to justify this policy on the grounds that the employee would likely  
8 receive a commission if the client purchased a pre-needs product.
- 9 f. **Subclass F:** Defendants implemented a "Meal Break Deduction Policy."  
10 Under the policy, defendants did not pay for lunch breaks. Defendants did,  
11 however, suffer and permit their employees to perform work during such meal  
12 breaks, but pursuant to defendants' "Meal Break Deduction Policy," time spent  
13 on meal "breaks" was still deducted from the employee's pay even when  
14 defendants suffered or permitted work to be performed during such "breaks."
- 15 g. **Subclass G:** Defendants implemented a "Pre-Approval for Overtime Pay  
16 Policy." Under this policy, defendants only permitted payments for overtime if  
17 the overtime was pre-approved. Defendants suffered or permitted their  
18 employees to work overtime and therefore, the employees were entitled to  
19 overtime payments. However, defendants refused to make the legally required  
20 payments because the time was not "pre-approved" as required under the "Pre-  
21 Approval for Overtime Pay Policy."
- 22 h. **Subclass H:** Defendants implemented an "Unrecorded Work Time Policy."  
23 Under this policy, defendants suffered or permitted plaintiffs to perform work,  
24 but directed that such work not be recorded. Defendants then refused to pay for  
25 the time worked under the "Unrecorded Work Time Policy" because, even  
26 though defendants knew that such time had been worked, it had not been  
27 "recorded."
- 28 i. **Subclass I:** Defendants' policy was to not include all remuneration (such as  
bonuses and commissions) in the calculation of Plaintiffs' overtime.

143. Defendants also failed to make, keep and preserve adequate and accurate records of  
the employment of Plaintiffs concerning their wages, hours and other conditions of employment.

144. More specifically, the records kept by defendants failed to adequately and  
accurately disclose among other things, hours worked each work day, the total hours worked  
each work week and/or the total overtime compensation for each work week.

**CLAIM I**

**FLSA**

145. The preceding paragraphs are incorporated herein as if fully set forth herein.

146. Defendants willfully violated their obligations under the FLSA and are liable to Plaintiffs.

**CLAIM II**

**FAILURE TO MAINTAIN PROPER RECORDS**

147. The preceding paragraphs are incorporated herein as if fully set forth herein.

148. Defendants violated provisions of the FLSA by failing to make, keep, and preserve adequate and accurate records of the employment of Plaintiffs concerning their wages, hours and other conditions of employment; more specifically, the records kept by defendants failed to adequately and accurately disclose among other things, hours worked each work day, the total hours worked each work week, and/or the total overtime compensation for each work week and are liable to Plaintiffs.

**WHEREFORE**, Plaintiffs demand judgment against defendants in their favor and that they be given the following relief:

- (a) an order preliminarily and permanently restraining defendants from engaging in the aforementioned pay violations;
- (b) an award of the value of Plaintiffs' unpaid wages;
- (c) liquidated, compensatory, consequential and punitive damages;
- (d) an award of reasonable attorneys' fees, expenses, expert fees and costs incurred in vindicating Plaintiffs' rights;
- (e) an award of pre- and post-judgment interest; and
- (f) such other and further legal or equitable relief as this Court deems to be just and appropriate.

**JURY DEMAND**

Plaintiffs demand a jury to hear and decide all issues of fact.

Respectfully Submitted,  
ROSEN, BIEN & GALVAN, LLP

Date: November 8, 2007

By: 

Sanford Jay Rosen, State Bar No. 62566  
Maria V. Morris, State Bar No. 223903  
Lori E. Rifkin, State Bar No. 244081  
315 Montgomery Street, Tenth Floor  
San Francisco, CA 94104  
Telephone: (415) 433-6830

DOLIN, THOMAS & SOLOMON LLP  
Patrick J. Solomon, NY Attorney No. 2716660  
Annette Gifford, NY Attorney No. 4105870  
693 East Avenue  
Rochester, NY 14607  
Telephone: (585) 272-0540

MARGOLIS EDELSTEIN  
Charles H. Saul, PA State Bar No. 19938  
Liberty J. Weyandt, PA State Bar No. 87654  
525 William Penn Place, Suite 3300  
Pittsburgh, PA 15219  
Telephone: (412) 281-4256

Attorneys for Plaintiff

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**APPENDIX A**

Consent forms for sixty-two plaintiffs to this action are hereby filed as attachments in this Appendix.

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

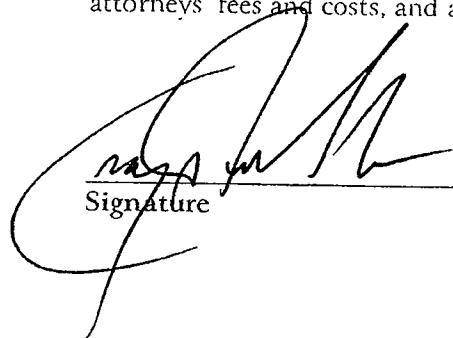
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

<u>Claude Bryant</u>	<u>9/13/07</u>	<u>Claude Bryant</u>
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

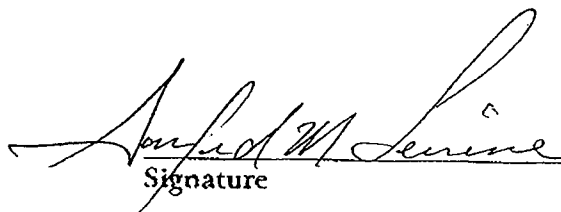
	8/30/07	Cary FULCHER
Signature	Date	Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on ~~my~~ behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 9-21-07 SANFORD M. LEVINE  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 9/11/2007 THOMAS THOMPSON  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

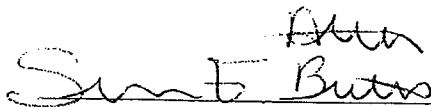
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Evelyn Alicea Sept/11/07 Evelyn Alicea Morales  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

  
Signature

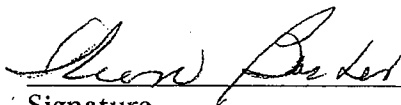
9.10.07  
Date

Suzanne E. ALFEIK/Butts  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

	9/19/07	IILEEN BARBER
Signature	Date	Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Phillip M. Blake , Phillip Mark Blake 9/24/07  
Signature Date Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Dale Brandner 9-25-07  
Signature Date

DALE BRANDNER  
Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

David D. Brown 9/25/07  
Signature Date

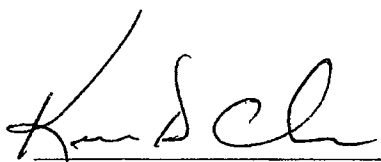
David Brown  
Print Name

**This consent form must be filed with the Court, or sent by regular U.S. mail and postmarked, by: September 10, 2007**

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

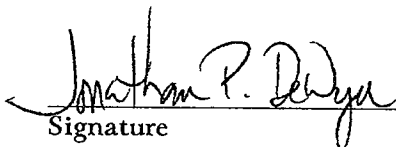
 9-7-07  
\_\_\_\_\_  
Signature Date

KIM D. CLINE  
\_\_\_\_\_  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 09-14-07  
Signature Date

Jonathan P. DeWyer  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

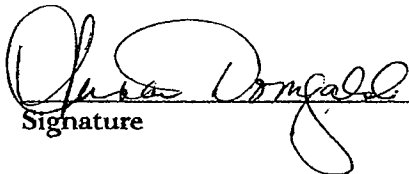
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Domenic D. Cicco 9-12-07 Domenic D. Cicco  
Signature Date Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

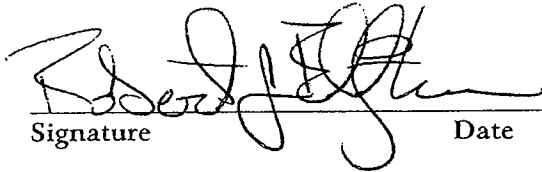
 9/17/07  
Signature Date

Susan Dornzalski  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

  
Signature \_\_\_\_\_ Date \_\_\_\_\_

ROBERT J. EDDINGTON  
Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

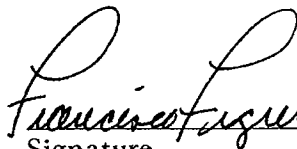
Frank W Fields  
Signature \_\_\_\_\_ Date \_\_\_\_\_

FRANK W. FIELDS  
Print Name \_\_\_\_\_

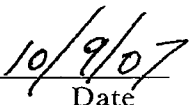
CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

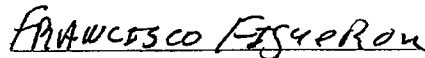
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.



Signature



Date



Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

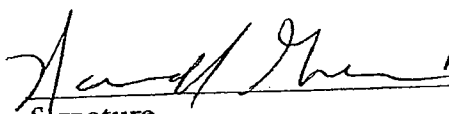
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

<u>Brendan L. Fiske</u>	<u>9-10-07</u>	<u>Brendan L. Fiske</u>
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 10-10-07 NARVELL GREER  
Signature Date Print Name

**CONSENT TO JOIN LAWSUIT**  
(Pursuant to 29 U.S.C. §216)

Please type or print in ink the following:

Name: JOHN HALFMANN  
 Address: 2606 PALO DURO DRIVE #178  
SAN ANGELO TEXAS 76904  
 City State Zip Code

I have read and I understand the Notice accompanying this Consent. As a current or former employee of Alderwoods Group Inc., I consent to become a party plaintiff, in this action under the Fair Labor Standards Act, seeking payment of unpaid wages, including overtime wages, and related relief.

I authorize the attorneys to whom I send this Consent to file it with the Clerk of the Court.

I further authorize such attorneys and designate them as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, including the settlement therefore. I authorize the named plaintiffs, Deborah Prise and Heather Rady, to act as my agents for the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs.

Date: SEPT 9, 2007

John L. Halfmann  
 Signature  
JOHN HALFMANN  
 Type or Print Name

Check this box only if you choose to retain your own attorney (The third paragraph above is not applicable to plaintiffs that retain their own attorney):

☐ I consent to participate as a party plaintiff in this action, but will retain an attorney of my own choosing other than the attorneys for the representative plaintiffs Deborah Prise and Heather Rady. My attorney's name and address is:

[private attorney contact information: \_\_\_\_\_]

If you checked the box above, do not mail this form in the enclosed, self-addressed stamped envelope. Instead, mail the form to the attorney of your choosing.

**This consent form must be filed with the Court, or sent by regular U.S. mail and postmarked, by: September 10, 2007**

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Randal J Hamman  
Signature Date

RANDAL HAMMAN  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Aldenwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

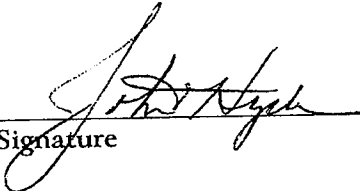
Robert A Harrison  
Signature Date

ROBERT HARRISON  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

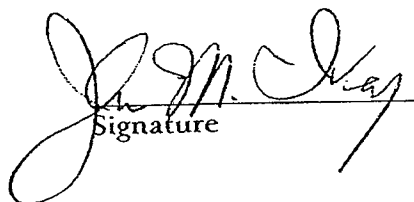
	<u>Sept 10, 2007</u>	<u>JOHN T Neale</u>
Signature	Date	Print Name

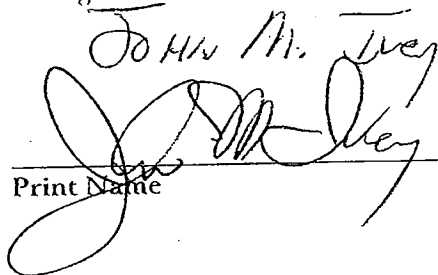


CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 9/6/07  
Signature Date

JOHN M. TRAY  
  
Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Connie Jepsen 9-15-07  
Signature Date

Connie Jepsen  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

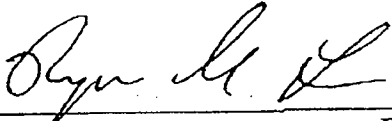
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Terri R Jones 9/10/07 TERRI R JONES  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

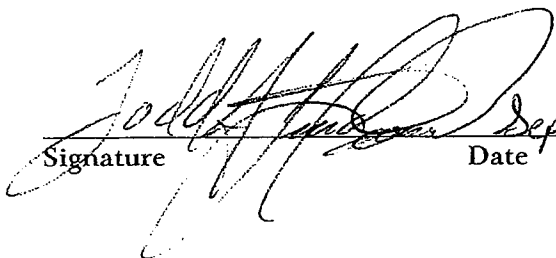
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

	10/12/07	Ryan M. Lee
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

 Sept 9, 2007 Todd A. Lindamood  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Robert Loggin 10.10.07  
Signature Date

Robert Loggin  
Print Name

CONSENT TO JOIN LAWSUIT  
(Pursuant to 29 U.S.C. §216)


Please type or print in ink the following:

Name: Barry G. MacKinnon  
Address: 2550 La Condessa Drive  
Palm Springs CA 92264  
City State Zip Code

I have read and I understand the Notice accompanying this Consent. As a current or former employee of Alderwoods Group Inc., I consent to become a party plaintiff, in this action under the Fair Labor Standards Act, seeking payment of unpaid wages, including overtime wages, and related relief.

I authorize the attorneys to whom I send this Consent to file it with the Clerk of the Court.

I further authorize such attorneys and designate them as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, including the settlement therefore. I authorize the named plaintiffs, Deborah Prise and Heather Rady, to act as my agents for the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs.

  
Signature

Date: 9/09/2007

Barry G. MacKinnon  
Type or Print Name

Check this box only if you choose to retain your own attorney (The third paragraph above is not applicable to plaintiffs that retain their own attorney):

☐ I consent to participate as a party plaintiff in this action, but will retain an attorney of my own choosing other than the attorneys for the representative plaintiffs Deborah Prise and Heather Rady. My attorney's name and address is:

[private attorney contact information: \_\_\_\_\_]

If you checked the box above, do not mail this form in the enclosed, self-addressed stamped envelope. Instead, mail the form to the attorney of your choosing.

This consent form must be filed with the Court, or sent by regular U.S. mail and postmarked, by: September 10, 2007

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Steven Marcinkowski      9-7-07  
Signature                                  Date

Steven Marcinkowski  
Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

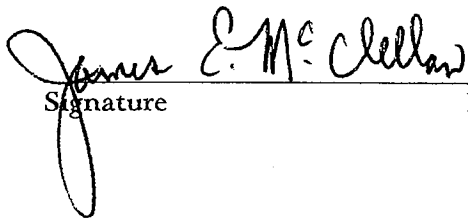
Floyd E. Marquardt 9/11/07  
Signature Date

FLOYD E. MARQUART  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

	9/1/07	JAMES E. MCCLELLAN
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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John T. McLaughlin 09/07/07 JOHN T. McLAUGHLIN  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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Signature

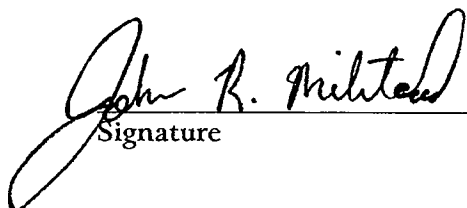
9/7/2007  
Date

Sheldon Miggetto  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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Signature

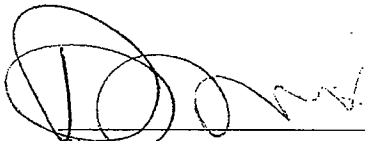
9-12-07  
Date

John R. Milstead  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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Signature

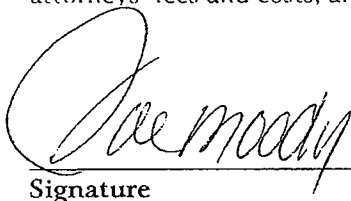
9/14/07  
Date

David Mink  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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	9-8-07	JOE F. MOODY
Signature	Date	Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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Jane Morton  
Signature Date

for  
manford  
morton

Jane Morton  
Print Name  
manford morton



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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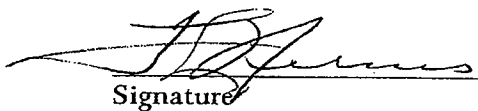
Larry Murdock      9.7.07  
Signature                      Date

Larry Murdock  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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	09/08/07	FRED L. NELMS
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.


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Wayne Norman      9-13-07      Wayne Norman  
Signature                      Date                      Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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	9-11-07	Rachelle Olsen
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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José M. Ortiz Berníos  
Signature

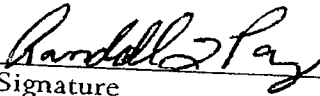
Date 10

José M. Ortiz Berníos  
Print Name

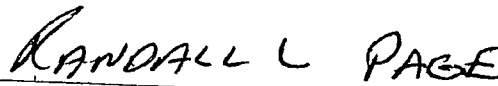
CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Aldenwoods Group, Inc. or Service Corporation International.

I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

  
Signature

Date

  
Print Name

CONSENT TO JOIN LAWSUIT  
(Pursuant to 29 U.S.C. §216)

Please type or print in ink the following:

Name: Joseph C. Parker  
 Address: 1609 2nd Ave NE.  
MOULTREE GA 31768  
 City State Zip Code

I have read and I understand the Notice accompanying this Consent. As a current or former employee of Alderwoods Group Inc., I consent to become a party plaintiff, in this action under the Fair Labor Standards Act, seeking payment of unpaid wages, including overtime wages, and related relief.

I authorize the attorneys to whom I send this Consent to file it with the Clerk of the Court.

I further authorize such attorneys and designate them as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, including the settlement therefore. I authorize the named plaintiffs, Deborah Prise and Heather Rady, to act as my agents for the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs.

Date: 9-10-07

Joseph C. Parker  
 Signature  
Joseph C. Parker  
 Type or Print Name

Check this box only if you choose to retain your own attorney (The third paragraph above is not applicable to plaintiffs that retain their own attorney):

☐ I consent to participate as a party plaintiff in this action, but will retain an attorney of my own choosing other than the attorneys for the representative plaintiffs Deborah Prise and Heather Rady. My attorney's name and address is:

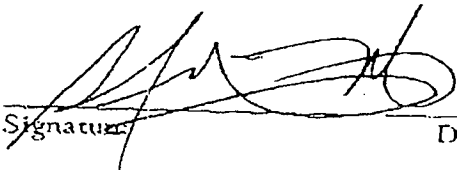
[private attorney contact information: \_\_\_\_\_]

If you checked the box above, do not mail this form in the enclosed, self-addressed stamped envelope. Instead, mail the form to the attorney of your choosing.

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International

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 10-9-2007 Samuel R. Ferra Maldonado  
Signature Date Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

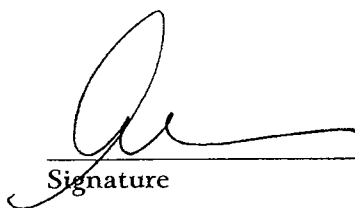
I authorize the representative plaintiffs and designate them class representatives as my agents to make decisions on my behalf concerning the litigation, the method and manner of conducting this litigation, the entering of an agreement with Plaintiffs' counsel concerning attorneys' fees and costs, and all other matters pertaining to this lawsuit.

Concepción Rodríguez 9-8-07 Concepción Rodríguez  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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Signature

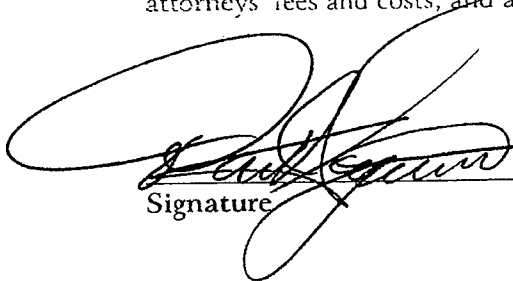
9-9-07  
Date

Roman, Alfred  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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 9-10-07 DONALD D. SARMIENTO  
Signature Date Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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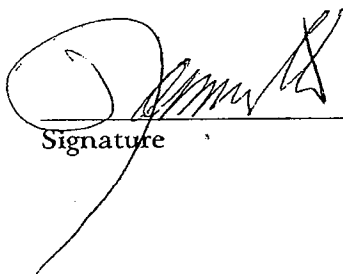
Karen Sagarino 9/9/07  
Signature Date

Karen Sagarino  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

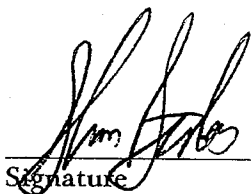
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	<u>SEP 7 2007</u>	<u>NORMAN SLATE</u>
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

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Signature

9/9/07  
Date

Shawn Staley  
Print Name

**CONSENT TO BECOME PARTY PLAINTIFF**

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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<u>Tina L. Stephan</u>	<u>10/18/07</u>	<u>Tina L. Stephan</u>
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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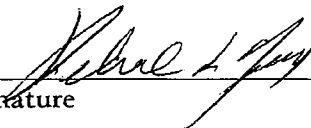
Harold O Tankard 9-8 207 Harold O Tankard  
Signature Date Print Name



CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

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 9-10-07  
Signature Date

RICHMOND FITZRAY  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

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Nitza V. Vázquez Quiñones  
Signature

Date

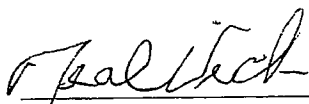
September  
11, 2007

Nitza V. Vázquez Quiñones  
Print Name

CONSENT TO BECOME PARTY PLAINTIFF

I consent to become a "party plaintiff", named, or a representative plaintiff in any action or matter, seeking payment of unpaid wages, including overtime wages, and related relief against my employer(s), on behalf of myself and other former and current employees of the employer(s). I am, or was employed by either Alderwoods Group, Inc. or Service Corporation International.

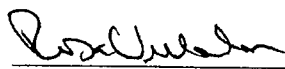
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	<u>09/10/07</u>	<u>Neal Vick</u>
Signature	Date	Print Name

CONSENT TO BECOME PARTY PLAINTIFF

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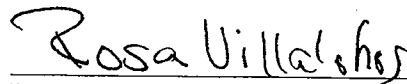
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Signature

9/10/2007

Date



Print Name



CONSENT TO BECOME PARTY PLAINTIFF

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Kendall C Young 9/5/07  
Signature Date  
by Nancy Young

KENDALL C YOUNG  
Print Name